

"NOT ALMS BUT OPPORTUNITY"



**ANNUAL REPORT
FOR 1945**

NEW JERSEY URBAN LEAGUE, INC.
NEWARK BRANCH
58 West Market Street, Newark 3, N. J.

Affiliated with
The National Urban League
The Welfare Federation of Newark

FOREWORD

On the occasion marking the end of another season of Urban League activities I wish to extend greetings in behalf of the Board of Trustees, the Executive Committee, and the Staff to all those friends and neighbors who have lent a helping hand or words of encouragement to us.

During this year the war came to an end and hostilities ceased. It might have been assumed, therefore, that many critical problems to which Annual Reports for the past five years have referred, had also come to an end. True, many aspects of the social disturbances which form the burden of the League's program did change with the end of the war. Essentially, however, the need is the same—first, help for those who are driven to despair by the cruelties and injustices of a society where prejudice poisons and pollutes the whole atmosphere of living; and, secondly, support of all movements and groups in the community motivated by a desire to purge our society of these inhuman and unnatural attitudes out of which come the physical misery and spiritual suffering we seek to relieve.

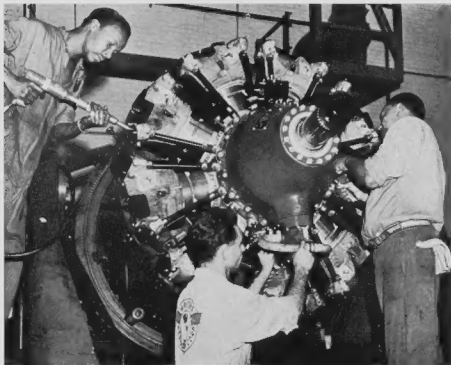
The war has brought our cause into clearer focus. The moral basis of the war, if there can be a moral basis for an institution so essentially immoral, was the struggle to relieve minority racial and religious groups from the cruelties and barbarities of a dominant race. Hence we have been forced to look into the mirror and the face of our society as reflected there has often ironically resembled the face of the enemy we fought. There is evidence that our collective conscience has been awakened.

The Urban League and organizations with related purposes and programs should make full use of the opportunity presented for accomplishing lasting changes in our community practices in the treatment of minority groups.

But there are also specific tasks that have emerged from the war period which press more urgently upon the Urban League than ever before. Problems of housing and employment; proper educational facilities and the rehabilitation of men and women who served in the Armed Forces; readjustment of civilian population from a war economy to peace time conditions; emotional disturbances and strains which manifest themselves in adult crime waves and juvenile delinquency—these are critical matters for all. But they are doubly aggravated in the case of the group of citizens we seek especially to serve.

The Annual Report of the Executive Secretary sets forth in detail the nature of these problems and the accomplishment during the past year in seeking to meet them. His report charts the path for the year ahead. Your attention is directed to this report and your continued cooperation is sought in making the League's program ever more and more effective in our community.

L. HAMILTON GARNER,
President.

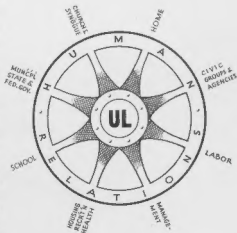


"Not Alms but Opportunity"—An opportunity to use in peace-time the skills developed in war-time.

REPORT OF THE NEW JERSEY URBAN LEAGUE FOR THE YEAR 1945

Unique Position

The Urban League is in a unique position among social agencies in the community. It is the focal point from which one can view all elements of community life. From this vantage point one doesn't look down at the various aspects of the community; but rather, one looks out to them. In a sense the Urban League may be likened to the hub of a wheel, with lines of relationship extending outward like spokes to the various elements which



form the rim of our democratic society. Hardly any aspect of democratic life is not reached by some phase of the Urban League program. Active lines of relationship extend out to: management; labor; church; home; school; municipal, state, and federal government; housing, recreation and health activities; civic groups and agencies. Race relations—the field in which the League specializes—is essentially human relations. Human relations is the binding force, as well as the media for expression, of all elements of democratic life.

In reviewing the work of the New Jersey Urban League for the year 1945, it is important that we bear in mind this peculiar position it occupies. From a social welfare planning point of view, this position is strategic; it affords an opportunity to sense the weaknesses in our programs as they relate to Negro citizens—before these weaknesses become general and community-wide in nature. As a chain breaks where its links are weakest, so do our civic and welfare programs falter where they meet inadequately the needs of colored citizens. Crime, delinquency, disease burst out in black ghettos because these areas are the weak links in our community chain.

Role of the Urban League

Basic philosophy of the Urban League indicates that the League is not merely a social service agency of a functional type, but that it is a promotional organization—promoting better race relations and organizing the community for increased inter-racial understanding. The problems we face in Urban League work are not Urban League problems, *per se*, but are community problems. The League's role is not to solve these problems alone, but to inform the community and stimulate it and assist it in solving its problems. This basic philosophy is expressed in the following statement, of one of the League's founders, made thirty-five years ago:

"Let us work not as colored people nor as white people for the narrow benefit of any group alone, but together, as American citizens for the common good of our common city, our common country."

The New Jersey Urban League—one of fifty-three local Leagues affiliated with the National Urban League—like the other branches, directs its attention to the field of inter-racial activity because it is there that we must work together "for the common good of our common city, our common country."

ADMINISTRATION

Individual staff changes in a large agency may have but slight effect on the organization, but in a small agency such as the League with but three professional workers, three clerical workers, a part-time matron and a part-time building superintendent, such changes may have grave effects. That the League program continued to run smoothly, though curtailed, when the executive secretary resigned in July to accept a position with the Division Against Discrimination of the State Department of Public Instruction, is a tribute to the other members of the staff, to the Board of Directors and to the former executive. During the five months following his resignation, the executive was retained as part-time consultant. The new executive joined the staff on December 1, 1945. Early in the year the placement clerk resigned after ten years of continuous and devoted service. Later a clerical worker resigned, but a replacement was secured.

The Executive Board of the New Jersey Urban League, composed of thirty-six white and colored citizens of Newark and vicinity, representing business, labor, education, medicine, ministry and the

Jewish, Christian, Catholic and Protestant faiths has continued its admirable guidance. Through deliberation at Board meetings as well as through sub-committee work, individual members have shared responsibility with the staff in furthering the program of the League. Without such assistance the staff would not have been able to accomplish the work described below. Nine regular Board meetings were held with an average of eleven in attendance. The Trustees met on separate occasions.

COMMUNITY RELATIONS AND SOCIAL ACTION

In 1945 the League continued to serve the community by providing information, guidance and stimulation on inter-racial matters and social welfare problems. During the first six months of the year the executive delivered forty-eight addresses to an aggregate of some seven thousand people. The audiences were of mixed character—white, Negro, Jewish, Catholic, Protestant, etc. In addition, eight radio addresses were given, one a tribute to the late Franklin Delano Roosevelt. Increased concern throughout the community regarding racial tensions and the hopes and demands for more adequate Civil Rights legislation resulted in a great demand being placed on the League staff for interpretation. Our files were used extensively by individuals and groups seeking pertinent data. Various groups were conferred with, and the executive participated in panel discussions on the subject. The executive, working in cooperation with other civic groups, was active in securing passage of the State Fair Employment Practices Law.

During the year the executive represented the League in work with the Citizens Committee on Inter-racial Unity, the Newark Inter-racial Committee, the Inter-cultural Education Committee, the Montclair Discussion group and the Coordinating Committee (the latter group having reorganized into the Council for Inter-Group Action). As a member of the Advisory Committee of the New Jersey Labor School (C.I.O.) and Advisory Board of the Personal Service department of the C.I.O. Council, the executive again furthered the League's philosophy. He also served as one of the trustees of the Constitution Foundation, and as a member of the following groups: Goodwill Commission Conference Planning Committee, Advisory Committee of the Newark Postal Alliance, Health sub-committee of the New Jersey Welfare Council, Youth Problems Committee of the New Jersey Welfare Council, Housing sub-committee of the New Jersey Committee for Economic Development, War Housing Com-

mittee, and Robert Treat Council of the Boy Scouts. In addition to the above groups work was done with the following: National Association for the Advancement of Colored People, Federal Council of Churches, Bloomfield Council of Agencies, Orange Welfare Council, Newark Housing Authority personnel, Newark Board of Education (and individual schools), Negro College Women's Club, Negro College Endowment Fund, Griffith Music Foundation, and social agencies of the community. The executive assisted the American Council on Race Relations, in its survey on services available to veterans of minority groups, by supplying pertinent information for the Newark area.

Conferences were held with the Essex County Superintendent of Schools regarding anti-Semitic and anti-Negro incidents associated with inter-scholastic basketball. Discussions with officials of the Public Library, initiated by the executive in 1944, concerning the effects exerted on children by certain types of books in general use led to a thorough review of children's literature and the removal of twenty-six racially-biased titles. This matter was brought to the attention of the Essex County Superintendent of Schools, who requested the list of books for the purpose of suggesting similar action in the school libraries.

Conferences were held with the chairman of the New Jersey Civil Service Commission regarding the rejection of four experienced Negro clerks referred to the Newark City Hospital by the Commission. At the same time the "Flat-foot" case of 1938 was reviewed for the chairman's benefit. This was the case of Newark police candidates being excluded from examination by Civil Service ruling through which a high percentage of Negro candidates was automatically rejected for possessing congenital flat feet. The chairman promised a thorough review of the rules and immediate attention to anything found to be in conflict or contrast with New York and federal rules.

We were pleased to learn that the inspirational folder "Can You Hold Your Job" published by the League in 1943 with the help of cooperating organizations, was reprinted verbatim by the Pittsburgh Courier and distributed throughout the nation.

The League's second annual award to the organization "making the greatest contribution toward attaining American unity and furthering inter-racial relationships" was presented to the Child Hygiene Division of the Newark Department of Health at the annual

dinner in May. Again the Newark Teachers' Association donated the award certificate. The annual dinner meeting was attended by four hundred guests who heard The Reverend John LaFarge discuss dangers attending American racism.

The League report for 1944 described the efforts which were being made for and against a war-housing development in the "Ironbound" section of Newark, primarily for Negro occupancy. Although the opposition was overcome, the construction of the project was delayed because of shortage of supplies. Upon the ending of the war, this project, now named the Roosevelt Homes, was re-designated for veterans. Further delays in its construction were caused by unsettled labor conditions, but it is expected to be completed in the summer of 1946. Unfortunately, the acute shortages among Negro residents and war workers was not relieved since they shared only fifty of the total eight hundred and twenty-five units of war housing. It is not surprising, therefore, that returning Negro veterans are meeting more serious housing problems than their white buddies. The opposition which was raised against securing temporary and demountable houses for veterans indicates the obstacles to be overcome even in securing homes for white veterans. This indeed is a challenge to all liberal forces in our community.

INDUSTRIAL RELATIONS

The right to work and to compete for a job on the basis of merit has been the objective of the Urban League Industrial Relations program. We do not seek special privilege for colored workers; we seek equality of opportunity for all workers to sell their labor. This is cogently expressed in our motto, "Not Alms but Opportunity". It has been the theme of our appeal to industry, labor, and government. It has been the message we have preached to Negro citizens, old and young. We tell our youth, in Vocational Opportunity Campaigns each year "The future is yours; plan and prepare", because we believe that opportunity will come and that preparation is necessary.

Community Relations

The most vital part of the Industrial Relations program is the contact with pertinent forces that influence employment in northern New Jersey. To cut at the roots of employment problems faced by Negroes in 1945, we were required to give constant effort and thoughtful planning in discussions and negotiations with federal, state and local government agencies, employer groups, CIO, AFofL, and

independent labor unions, social agencies and civic groups. The Industrial Relations Secretary served as chairman of the Committee on Equal Job Opportunity which was active in Essex, Hudson, and Union Counties in pressing for state and federal fair employment practice legislation. He was also chairman of the Employment Problems Committee which grew out of the Racial Clinic sponsored by the Federal Council of Churches, and which later became part of the Council for Inter-Group Action. He served on a Sub-Committee and the Program Committee of the New Jersey Welfare Council, on the Board of Directors of the New Jersey Consumers' League, and as a Committee member of the Robert Treat Council, Boy Scouts of America. In a move toward coordination, he organized the Council of Urban Leagues and Similar Agencies in New Jersey, which, through state offices in Trenton, was successful in implementing some needed improvements in the services of certain governmental agencies. In response to invitations or to need for accurate interpretation, he presented socio-economic data concerning several pieces of federal and state legislation, and in supporting the federal Minimum Wage Bill.

Industrial Relations Projects and Services

During the year work was continued or begun on six special projects. These projects were planned to bring about specific developments and/or activate special people who had influence or authority to change discriminatory practices which thus far have retarded the progress of the state's 250,000 Negroes. Results of these projects have been significant—Negro sales clerks in downtown department stores, Negro telephone operators, Negro professional workers in outstanding positions.

As an impartial office in the field of industrial relations, the department was called upon for help by management as well as other groups. Consultation service was given to industrial management on such problems as: absenteeism, recruitment, integration of Negroes, lay-offs, up-grading, and employee relations. Special studies were made in several plants, including time and motion study, job analysis, and production flow. A complete study of personnel practices and placement was made in one plant, and on the basis of recommendations made, employee relations were improved, labor turnover decreased, absenteeism decreased and production increased. Results of League guidance in another instance is reflected in a letter from the management which stated in part, "Your personal visits to our plant seemed to have brought about a better understanding on the part of the supervisors in that department".

Two studies of absenteeism and high labor-turnover were conducted at the request of the War Manpower Commission. A special recruiting program was conducted for a railroad company and counsel given on the use of Negroes as brakemen. For a plant faced with a seasonal shut-down, our relations with the USES and WMC and our counsel with the company helped in planning for smooth transition and safe re-employment status.

Frequently, we interceded with unions and/or management for individual workers or groups of workers. In one such case, twelve workers had been refused holiday pay on a questionable technicality, although the company had promised holiday pay. There was no union, and we satisfactorily settled a just claim. In another case a union official attempted to get a five dollar strike donation from a woman (in a closed shop) on the threat of her losing her job, although the same woman had a six-month old complaint lodged with the union, upon which no action had been taken.

Counsel was given to unions on problems influencing successful integration and fair treatment of Negroes. One union requested help on its membership problems. These men were observing a no-strike pledge and instead of exercising their closed shop prerogative, they were inviting all available labor. With no check-off system operating, there were some forty men in one department alone who had not paid dues. We studied the situation, discovered resistance to some current practices and made recommendations—some of which the League representative helped put into action. Both company and union were pleased with the solution.

Discrimination

Because of the nature of Urban League work, it was natural that help was sought from us by persons who had encountered insults and discrimination in their search for employment. Many of these complaints were investigated and adjusted. Although during the middle of the year the Division Against Discrimination of the State Department of Public Instruction began to function, many cases were outside the Division's jurisdiction and were referred to the League for solution. Through close cooperation, we have supplemented the work of the Division Against Discrimination. Our records show a dozen companies or governmental agencies involved with respect to employee grievances. All but three of these cases were adjusted. These three were submitted to the President's Committee on Fair Employment Practice, before it was incapacitated by lack of funds.

Job Placement

Although the principal efforts of the department stimulated favorable employer and union attitudes which facilitated the acceptance of Negroes generally, the department was forced to assist Negroes in securing specific jobs. On a comparative basis, Negro job-seekers were not serviced as adequately as white job seekers by the OSES in the Newark area. As a result large numbers of Negroes had to turn to the Urban League daily for job placement, even when jobs were plentiful. Nevertheless our job referral service was conducted to obtain strategic placements, not to make mass placements or to duplicate the work of the United States Employment Service.

After V-J day, Negroes formed as much as one-third of those laid off from war plants in the area, although they represented only ten per cent of the population. Because of our small staff, our direct efforts to reduce this unequal unemployment were confined to Tuesdays and Thursdays. Job referrals for other than household employment were made only on these two days each week. There were 745 referrals made during 1945 of which 568 became verified placements. On these two days 389 referrals were made to other than household jobs ranging from low-paid unskilled work to well-paid supervisory positions. In many instances placements of the workers had to be followed up with additional counseling of the new worker and education of white workers already on the job. Significant types of placements of Negroes in industry and commerce included: assistant managers, chemists, clerical workers in small and large business firms, dispatchers salesmen and women, personnel workers telephone operators, and telephone linesmen.

In addition, a limited job was done in the household employment field. A total of 356 referrals was made during the year, the activity being confined by staff limitations to the time between 9:00 and 10:30 a.m. daily. This work was a service for which many employers were thankful; it met the need of many employees who were unsuited for other types of work or who were unable to get other work as well as of those who were desirous of domestic employment. In an attempt to improve the field of household employment from the standpoint of both employer and employee, the department began work to establish a set of standards. It is expected that the year 1946 will see some coordinated efforts in this regard.

Counseling

In times of rapid industrial change as we have recently experienced, both adults and young people need expert counseling and guidance. Members of minority groups have exceptional needs for such assistance. In interviewing hundreds of persons, we discovered many who wanted or needed counseling. Their problems were varied, including physical disability, vicarious frustration resulting from general conditions of work, dislike of job, transportation, child-care, mental disability, under employment, personality difficulties, etc. Persons requiring extended treatment were referred to case work agencies or other proper agencies. Exclusive of veterans, counseling service was given to one hundred fifty persons.

Counseling was sought by one hundred veterans many presenting rather involved problems. Requests for assistance by other agencies and by Veteran centers demonstrated inability of these organizations to cope with the problems of veteran rehabilitation, which they were set up to handle exclusively. The Urban League, therefore, had a twofold job to perform—to serve the veteran directly and to point up the need for improving the services of officially established organizations in the field. The Negro Veteran is not being sufficiently helped by the Veteran organizations—particularly with respect to rehabilitation, training, and placement. 1946 will become a tragic year for the Negro Veteran if the conditions of 1945 are not improved.

NEIGHBORHOOD DEPARTMENT

The Neighborhood Department is relatively new in the New Jersey Urban League. Begun in April 1944, its purpose was "to organize natural units of housewives; to introduce interest-sustaining activities; to initiate educational features in homemaking child-care civic interest and good citizenship". The secretary serving this department also has the responsibility for handling certain problem cases which come before the League. No attempt is made to do case work or to duplicate in any way the work of other community agencies. Responsibility is limited to investigating cases only far enough to determine their nature, so that they may be referred to the proper agency for continued help. Such service may be described as a "clearing and referral" service. In some instances there appears to be a lack of community facilities for meeting the needs of individuals and families. These situations are taken up with the Welfare Council through League representation by the Neighbor

hood Secretary the Executive Secretary or Executive Board. Often the League collaborates with other agencies as well as the Welfare Council in an attempt to re organize community resources to fill un-met needs.

Problem Cases

When the present Neighborhood Secretary began her duties the first of the year, the department had been functioning nine months. During the year 1945 the department handled one hundred and sixty-nine problem cases. Ninety six of these came to the League on their own volition or at the suggestion of friends. Five were referred by employers, eighteen by private agencies and forty-two by public agencies. One hundred and sixty were referred by the Neighborhood Secretary to other social agencies for treatment. These situations involved problems of child care and the need for placing children in day nurseries, boarding schools, or foster homes; housing need brought on by returning servicemen, eviction proceedings, fires, etc.; health service; relief; rent violations; old age assistance, domestic discord; youthful "first-offenders"; police brutality; unemployment insurance; ODB allotments; veterans' compensation. One such problem was that of a discharged war veteran. He had received a medical discharge after two years of service, and, with his expectant wife and one child, had been attempting to adjust to civilian and family life. Apparently a psycho-neurotic case, this veteran charged the American Red Cross, the American Legion and other agencies with indifference to his need for medical attention and financial assistance. He was receiving \$11.50 a month disability compensation but had refused to permit the Red Cross workers to aid him in filing such forms as were necessary for him to receive his mustering-out pay. The secretary discovered that ambiguity in his discharge papers would not permit the Veterans' Administration officials to recommend him for hospitalization or to increase his pension. After the Neighborhood Secretary had made contacts with the Red Cross, Veterans' Administration and Veterans' Bureau of the Welfare Council the latter office was able to work out a plan that relieved the situation.

As indicated above most of the cases were referred to other public or private agencies. Some, however, were worked out in office consultation or in collaboration with other agencies. One hundred and ninety-three home visits were made, ten of these at the request of the Juvenile and Family Courts. Fourteen Court hearings were attended by the secretary and twelve "first-offenders"

were paroled in her custody. (Second offenders are taken by the Probation Department). The following are among the agencies to which referrals were made or with which we cooperated in treatment: Newark Board of Education (school attendance department, individual schools etc.), Newark Health Department, Newark Department of Public Welfare, Newark Police Courts, Newark Housing Authority, Newark Public Library Newark City Hospital; Beth Israel Hospital; Community Hospital- St. Barnabas Hospital, Essex County Juvenile and Domestic Relations Court, Essex County Probation Department Essex County Welfare Board Social Security Board of Federal Security Agency State Board of Children's Guardians, Veterans Administration, Veterans Bureau of the Welfare Council, Office of Dependency Benefits Office of Price Administration Rent Enforcement Division, Newark Chapter of the American Red Cross, Children's Aid Society, Social Service Bureau, Friendly Neighborhood House, Fuld Neighborhood House East Side Day Nursery, Felix Fuld Nursery Baxter Terrace Center, Burke Memorial Day Nursery, Travelers' Aid Society Young Men's Christian Association, Young Women's Christian Association and Essex County Tuberculosis League.

In handling these cases which represented numerous types of needs, twelve cancellations of eviction were secured and clothing collected by the League was given to forty-eight families. During the Christmas season twenty five gifts were distributed to clients as a result of the Emptiest Stocking Project sponsored by L. Bamberger & Company. In addition articles of clothing made by the Needle-Work Guild and Christmas checks provided by the Salvation Army added to the Holiday cheer of League clients.

Neighborhood Units

Two Neighborhood Units—the Hillside Unit and the Felix Fuld Unit—have continued their activities since 1944. During 1945 four additional groups were organized—Hillside Men's Unit, Junior Auxiliary of Felix Fuld Unit, Eighteenth Avenue School and Home Unit and the Royal Leaders. The Secretary met with these groups one hundred and forty-one times during the year and worked with them on a varied type of activities. A description of these activities would be extremely interesting as a great deal of initiative, imagination, creativeness, civic interest and good common-sense was displayed by members of the various groups. Some of their activities were: growing victory gardens and canning fruits and vegetables; repairing and renovating used furniture; cooperative buying of coal



NEIGHBORHOOD UNITS' COORDINATING COUNCIL

and distribution to members at cost; conducting spring clean-up campaign; formation of parent-teachers group; conducting efforts to secure cafeteria, playground and visiting teacher services at a local school; holding discussion on "How Can I Be A Good Neighbor"; conducting health education programs; conducting a Teen Age Canteen; sending underprivileged children to camp; giving Thanksgiving and Christmas baskets to needy neighbors (Forty families were given baskets containing food, fruit and money at Christmas. During the year \$1,000 was raised in various ways by the groups. It was spent in buying food, fruit, flowers clothing, toys and providing cash relief for sick and needy neighbors); holding exhibits of handcraft (articles made by members); taking courses in home nursing, canning, knitting, crocheting; assisting OPA in rent survey (5,000 homes visited).

Because of the many responsibilities of the Neighborhood Secretary it was not possible to expand the Neighborhood Unit program any further. Through the development of the present groups remarkable results have been obtained. The latent interests and abilities of members of the groups have been stimulated and channeled into productive activities. They have "lifted themselves by their bootstraps"—a challenging demonstration of the potentialities of our neighbors. It is significant that these groups are organized on a "natural" neighborhood basis without regard to race, color or creed.

Civic Cooperation

The secretary cooperated with the American Red Cross and Public Service Nutrition Department in making a food rationing survey, with the OPA rent survey committee (as vice-chairman), the findings of which indicated high rents in Newark; with the OPA Sugar Rationing Board, advising consumers on canning and sugar conservation; with the Welfare Council Family Budget Committee, where as one of two professionally employed home economists in Newark agencies she assisted in setting up a standard family budget. She also served on the OPA Consumers' Advisory Committee, OPA Community Service Panel Essex County Tuberculosis Advisory Committee and the Central Wards Community Council where she is chairman of the Needs sub-committee.

She stimulated the interests of a unique group of six women known as the New Jersey Hospitality Committee. Taking the form of Urban League family visitors of 1917 and 1918, these women go into homes recommended by the secretary to clean, wash, sew and bathe children, as help and inspiration to ill, lazy, incompetent and unimaginative housewives and mothers.

In addition to participating in numerous conferences, the secretary gave six addresses to an aggregate audience of twelve hundred people and participated in a radio program on station WAAT, in which she described the work of the League and the Neighborhood Department.

CLINIC AND ASSEMBLY

During the year the League continued to house a Baby-Keep-Well Station of the Newark Board of Health. Although open only on Thursday afternoons each week, the clinic accommodated 855 babies during the year. Complete immunizations given totaled 180. 177 vaccinations were administered. The main office of the League serves as a waiting room during the day and as an assembly hall in the evenings. Unfortunately it can accommodate a maximum of only forty persons in assemblage. However, it served six civic groups, which held regular meetings throughout the year.

PHYLLIS WHEATLEY HOME

Tenant turnover in the Phyllis Wheatley Home continued to be as low during 1945 as it was during the preceding year. There were no vacancies available for transients. While maximum accommodations are for fourteen tenants, an average of 13.8 was maintained.

THE URBAN LEAGUE GUILD OF N. J.

In the spring of 1945, the Urban League Guild of New Jersey was organized. Although the Guild is not an Urban League Auxiliary, its purpose is to aid the League. Incorporated under the state laws the Guild has as its objectives: (a) to work in the field of inter-racial and intercultural relations; (b) to cooperate with and assist the New Jersey Urban League in that field; (c) to widen the scope of public relations of the New Jersey Urban League. Organized by a small group of enthusiastic women, the Guild during its first year attracted a membership of 150 persons of both sexes coming from 22 communities in the Newark area. In addition to its regular membership meetings the Guild sponsored three large programs. The first was a meeting which was addressed by Dean Dixon, noted conductor. The second was a lecture by Mr. Richard Wright, and the third a testimonial in honor of Mr. Harold A. Lett, former executive secretary of the League. It was at this dinner that the Guild presented the League with a check for five hundred dollars, as an initial contribution to establish a Building Fund.

The enthusiastic spirit of the Urban League Guild of New Jersey and the willingness of its members to pitch in and help has been a great inspiration to the League staff and Board. Exemplifying inter-racial cooperation in action, the Guild is becoming a potent force in the community for better human relations.

CONCLUSION

In times of rapid changes, such as we are now facing, whether we go forward and extend democratic rights and privileges to all citizens through orderly procedures by sound educational and social work programs or whether we go backward and restrict such rights and privileges, thus intensifying social unrest and aiding the forces of disruption, depends to a great extent on the effectiveness of the Urban League and similar programs. Problems which were critical prior to the war have been magnified during and since the war (housing, health, employment, etc.). Unemployment strains have been cushioned by unemployment compensation, but will render their full force as benefit periods expire. Negroes, having been last hired in war plants formed as much as one-third of those unemployed in this area at the close of 1945. The possibilities of increased strife and inter-racial animosity inherent in this situation are factors which must

be considered from a community-wide point of view. Properly construed, therefore, the Urban League program is a community program and not a narrow uni-racial effort to secure more rights and privileges. Working together for the "common good of our common city, our common country" is essentially a human relations task. To achieve success, an ever expanding circle of people must come to realize their stake and their responsibilities in this business of living together. The Urban League program—inter-racial cooperation in action—points the way toward improved human relations. In an address written the night before he died, and which he had planned to deliver, Franklin D. Roosevelt stated:

"Today, science has brought all the different quarters of the globe so close together that it is impossible to isolate them one from another. Today we are faced with the preeminent fact that, if civilization is to profit, we must cultivate the science of human relationships—the ability of all peoples, of all kinds to live together, to work together in the same world, at peace."

We Are Not Alone

This report of the activities and program of the New Jersey Urban League during the year 1945 is not the report of the staff, nor of the agency alone, but rather it is an accounting of the accomplishments and efforts of the community. We in the Urban League have not worked alone; we have had the help of sister agencies—both public and private and of the Welfare Council of the Newark Welfare Federation; we have had the aid of the church and synagogue, of the city officials and various departments of our municipal government, of civic groups and many civic minded individuals. We are grateful to all of them for such assistance.

Eighty per cent of our financial support has been derived from the Newark Welfare Federation (United War and Community Chest Fund). To those who have contributed to the "Community Chest", and to those who have contributed directly to the League, we express our appreciation, trusting that their investment has brought and will continue to bring valuable dividends represented by improved human relations.

THE NEW JERSEY URBAN LEAGUE, INC.
 An International Agency for Social Service Among Negroes
 58 West Market Street, Newark 3, N. J.

EXECUTIVE BOARD
 1946-47

OFFICERS AND TRUSTEES

L. HAMILTON GARNER	President
DR. THOMAS BELL	First Vice-President
THE REV. A. C. LICHTENBERGER	Second Vice-President
MRS. CLARENCE S. JANIFER	Secretary
DR. JAMES B. PARKS	Treasurer
ARCHIE H. ORMOND	Trustee-at-Large
CARL H. BANNWART	Trustee-at-Large

MEMBERS

JAMES E. ABRAMS	MRS. AMELIA B. MOORFIELD
DR. WALTER G. ALEXANDER	JAMES McLEISH
DR. CARL A. BACCARO	SANFORD PARKER
EDWARD BOZE	DR. A. A. PHILLIPS
JAMES A. CURTIS	THE REV. D. C. RICE
MRS. HENRY A. DAVIDSON	MARVIN A. ROBINSON
CHARLES K. FRANCIS	DR. JAY RUMNEY
EDWARD FUHLBRUEGGE	MRS. LEONARD D. SAVOY
THE REV. WILLIAM P. HAYES	PHILIP W. SCHINDEL
DR. MILTON R. KONVITZ	DR. MYRA SMITH
DR. JULIUS LEVY	JERROLD STERN
MRS. GRACE E. MALONE	MRS. HARRISON A. TATE
DR. E. MAE McCARROLL	FRANKLYN TITUS
THOMAS F. McHUGH	DR. WILLIAM H. WASHINGTON

VAN BUREN POWELL, Honorary Life Member

STAFF

GEORGE H. ROBINSON	Executive Secretary
ROY E. NORRIS	Industrial Relations Secretary
MARIE L. WILSON	Neighborhood Secretary
MARIE W. JONES	Placement Clerk and Office Secretary
GERALDINE B. RODGERS	Office Secretary
ISABELLE N. JAMES*	Office Secretary
ROWENA J. NICHOLS*	Matron
FRED L. NICHOLS*	Building Superintendent

*Part-time

An Affiliate of the
NATIONAL URBAN LEAGUE
 1133 Broadway, New York City

Member of the
WELFARE FEDERATION OF NEWARK
 Chamber of Commerce Bldg., Newark, N. J.

NEW JERSEY URBAN LEAGUE
NEWARK, NEW JERSEY

COMPARATIVE STATEMENT OF INCOME AND EXPENDITURES

December 31, 1944 and 1945

	January 1, 1944 to December 31, 1944	January 1, 1945 to December 31, 1945
INCOME:		
Welfare Federation of Newark	\$12,126.96	\$12,000.00
Phyllis Wheatley Home	2,232.50	2,147.00
Clinic Rental	250.00	300.00
Assembly Rental	151.00	119.00
Apartment Rental	420.00	379.50
Donations and Membership	140.60	276.90
Refunds	—	61.90
Miscellaneous Income	—	71.40
TOTAL INCOME	\$15,321.06	\$15,355.70
ADMINISTRATIVE AND OVERHEAD EXPENSES:		
Salaries	\$11,182.07	\$11,967.03
Water	69.06	60.70
Gas and Electricity	478.48	511.21
Fuel	549.25	448.72
Stationery and Printing	263.23	301.61
Office Supplies	58.30	37.15
Traveling Expenses	497.98	342.84
Telephone	465.25	508.30
Insurance	160.29	82.21
General Supplies	198.19	178.88
Laundry	138.70	133.84
Bank Charges	6.50	4.28
Medical	—	8.00
Publications and Periodicals	58.74	53.91
Relief	8.92	2.00
Postage	131.38	158.95
Conference Expenses	224.99	225.94
General Repairs	72.05	222.11
Auditing	50.00	50.00
Dues	21.50	150.00
Miscellaneous Expenses	27.46	26.96
Annual Meeting	32.49	0
TOTAL EXPENSES	\$14,694.83	\$15,474.64
NET PROFIT FOR THE PERIOD	\$ 626.23	\$ 118.94*

*Net Loss.

JULIUS E. FLINK & CO.
Certified Public Accountants

JAMES B. PARKS, D.D.S.
Treasurer

INTER-RACIAL
COOPERATION
IN ACTION

THE NEW JERSEY URBAN LEAGUE NEEDS YOU!

Your Support Will Help To:

1. Organize new Neighborhood groups.
2. Improve Vocational Opportunity program of youth guidance and counselling.
3. Extend Workers' Education program.
4. Publish and circulate educational pamphlets.

JOIN THE NEW JERSEY URBAN LEAGUE
FOR IMPROVED COMMUNITY LIVING

(Detach and mail with your check)

I hereby { remit \$_____ as Membership contribution
 { subscribe
to the work of the Urban League.

Name

Address

City Phone

Make checks payable to New Jersey Urban League.
Contributions are deductible from income tax.